



The Arizona Ready Council

**Feedback and recommendations for the
Council's function and process**

August 13, 2014

In June, we discussed the successes and challenges of the Council and reflected on where to go from here

Objectives from the Council's June retreat

Our goals for today are to:

- Understand and reflect on recommendations from the Graduation Rate Task Force Final Report
- Agree on the Council's next steps in supporting the Graduation Rate Task Force
- **Reflect on current progress on the Arizona Ready Reform Plan**
- Understand and reflect on proposed changes to the Reform Plan
- **Clarify the value proposition of the Council for the next Governor and what the Council will do to provide that value**
- **Consider next steps for the Council**

We also discussed the Council's role as a "guiding coalition"

What a guiding coalition is

- A network of people with common aspirations that may be formally or informally organized
- A core source of support and momentum for system's reform agenda
- A set of respected leaders with diverse circles of influence
- A critical mass of people with significant ability (formal or informal) to influence achievement of system reform
- "True believers" who champion the reform agenda

What a guiding coalition is not

- A decision-making body or management team
- A steering committee that adds another layer of bureaucracy
- An extension of the system leader's office
- An authority over the leadership itself

Today, we are going to discuss the role of the Council moving forward

Today's objectives

- Understand the reflections of some of your colleagues on the Arizona Ready Council
- Learn about P-20 Councils that serve other states
- Understand and reflect on recommendations for the Council's role and how it could conduct its business in the future

There were some common themes to the feedback we received from Council members

Common feedback from interviewed Council members

Pluses

Deltas

The Reform Plan

- The Council's agenda has stayed focused on the work around the Reform Plan broadly

- Address Reform Plan goals and aspiration more explicitly in Council proceedings

The composition of the Council

- Has retained a productive mix of educators, business, and philanthropy

- Think about ways Council members could more purposefully engage stakeholders in their networks, as well as their own staff for Council objectives where possible

Council meetings

- Useful to be able to hear and learn about the issues in education from those who are involved with the reform debate more closely

- Giving all Council members the chance to ask questions would help with the "inside baseball" feeling (public meetings make this difficult currently)
- Would benefit from more structure
- There is no consensus on the role of the Council

The role of the Council

The individuals interviews made other noteworthy observations

Feedback from individual Council members

- The subcommittee structure (e.g. the Grad Rate Task Force) seemed more effective for completing work than larger Council meetings
- There is evidence that the Council is more able to articulate success and focus its work around the pillars than it once was
- When ADE participates there is less agreement but a more constructive conversation
- Concluding the meeting with specific action steps and/or ways Council members could contribute from their unique roles would be helpful
- As long as the Council is convened under the Governor, it will tend to be partisan
- Members who are less abreast of education issues tend to take on a learning role

P-20 councils in other states have some common properties

Characteristics of P-20 councils

Nonpartisan – not convened by a political body

Operated and staffed by a nonprofit

“Permanent” given continued funding

Actively set reform agenda/ priorities

Many are regional (Heart of Texas, Northwest Missouri, Northern Kentucky, South Plains Texas)

What can we learn from these bodies given their differences from Arizona Ready?



Our recommendations for the Council can be organized into four main changes

Recommendations for the Arizona Ready Council

Recommendation

Rationale

Champions, not advisory

- The Council should have input yearly on the Governor's reform agenda, but members should focus on championing state-level policy priorities to their networks of stakeholders, not making policy recommendations

Move toward permanence

- The less often the Council needs to argue for its continued existence, the more it can focus on maintaining momentum. This also makes it realistic for the Council to think about long-term goals.

Conduct more private meetings

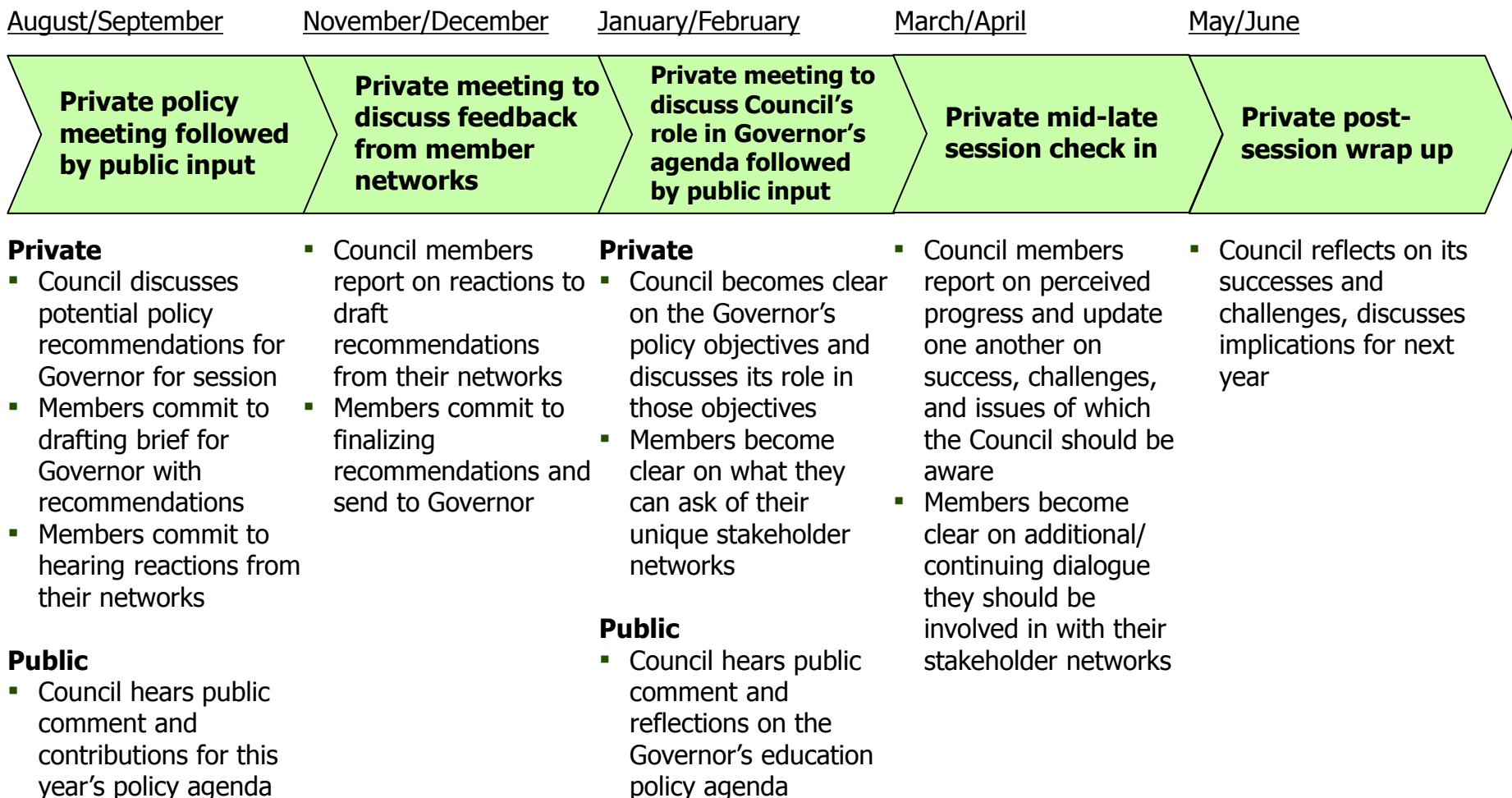
- Council members will be more able to ask for clarification and offer counter-points without the cameras rolling. It will be easier for members to engage with their networks of stakeholders if they are clearer on the ways in which they can ask those people to offer support.

Key questions every meeting

- One useful way to add structure is to ensure that Council members leave each meeting having answered a core set of critical questions that guide their support of the reform priorities.

A revised meeting schedule could be more conducive to candid conversations, learning, and structure

Recommended yearly meeting schedule



To help maintain structure and ensure actions steps for Council members after meetings, we recommend answering a few key questions during the meeting

Example key questions during private and public meetings

Questions for a private meeting

- What has happened regarding the policies for which we are advocating (current progress)?
- What questions do we have about these events?
- What can we do to keep advocating for these policies?
 - What are we currently doing?
 - What could we do differently?
- What should others do?

Questions for a public meeting

- What role could specific Council members play in addressing concerns?
- What change would you make to the way this policy is conceived or communicated to the public?

Thoughts?

Reactions?





Thank You